

NEWSLETTER

November, 1987

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Executive Members

President George McGuire
Faculty VP Tom Davis
Staff VP Mary Saunders
Treasurer Maureen McNie
Recording Sec. Paul Herman
Grievance Chair Dave Allen
JCAC Chair Varlene McLeod
Contract Chair Bob Smith
Agreements Chair Virginia Cooke
PD Chair Betty Harris
Corresponding Sec..... Sue Clifton
Communications Chair .. Mary Phelps
Past President Kevin Busswood

Schedule of Executive Meetings

Abbotsford, Room A307 at 3:00 pm

Sept. 16/87
Oct. 7/87
Nov. 4/87
Dec. 9/87
Jan. 20/88
Feb. 17/88
Mar. 16/88
Apr. 13/88
May 11/88 (AGM-tentative)
June 8/88

FROM THE EDITOR . . .

On the Nature of Newsletters

This issue of the newsletter and the last might more accurately be called Report Dossiers, the content of each being about 70% reportorial. Your executive would like Newsletters to be read, obviously. Two requirements to achieve this: one, brevity, and two, relevancy. The dilemma is that while reports from the various chairs are certainly relevant, if all of them are included in each issue, Newsletters will never be brief. Space is required also for notices, letters, causes and the occasional feature article. We would like to know what your priorities are: reports, articles, or both - in moderation.

A Mystery

Did anyone else have the experience of walking into the Abbotsford Staff/Faculty Lounge one evening recently for a life-sustaining cup of coffee and a few moments of quiet, only to find the room set up with 50 or so chairs and a lot of different sorts of activities happening? One of our more illustrious colleagues was attempting to catnap in a corner but decided it was a futile pursuit. Two others in need of refuge left hastily, coffee in hand, feeling they were intruders in their own land. Had someone, somewhere, planned a party and forgotten to tell the hosts? Or was it a bit of moonlighting by Helena, Elizabeth or Estee? Has anyone out there an answer? Some of us would like to know.

Fire and Smoke

Has the smoking issue flared again? At least one student petition requesting designated smoking areas within the College buildings is circulating. Also, the possibility of assistance for those who want to stop smoking is being discussed. (See Dave Allen's report on Page 8.) And so the ripples continue.

One wonders whether the C.A.C. decision to ban the habit totally and abruptly was made without due forethought for the rights of smokers. They, too, have some.

NOTICES . . .

THE DANCE

You all received the invitation to the November 27 dance at the Yarrow Community Centre (cleverly located mid-way between campuses). It's early for a Christmas dance, but then, this band, 'JOKER', is not easy to book. They're not just live; they're really talented.

If you've been nostalgically recalling the days when there was a great feeling of camaraderie among college employees, then this is your chance to recreate some of that spirit. If you can't remember the last time you danced to a really good live band, then here's the opportunity.

Remember, food (roast beef sandwich and salad) will be served at about 11:30, and you are asked to contribute to that by bringing along a plate of your favorite finger food--either snacks or desserts.

Please buy the tickets from the Faculty Receptionists soon. The FSA executive need to know the numbers as soon as possible. See you there!

MEMBERS ARE ENCOURAGED TO SUPPORT THEIR LOCAL FOOD AND TOY BANKS THROUGH THE CHRISTMAS BUREAU AND COMMUNITY SERVICES IN THEIR AREAS.

A REVIEW . . .

"IF THEN WERE NOW: THE WOMEN AT WINDERMERE WOULDN'T HAVE A UNION", by Sharon Yandle.

Reprinted from New Directions in Challenges (the status of women journal of the B.C.T.F.) Summer, 1987, 6 - 9.

-- Reviewed by Cheryl Dahl.

Protests against Bills 19 and 20, the Social Credit government's most recent labour laws, have captured relatively little press interest recently. We hear about the boycott of the Industrial Relations Council, and about the teachers' efforts to deal with Bill 20. There has been little analysis, however, of the day-to-day impact of the legislation on the work of union members or on the efforts of unorganized workers to get union contracts.

Yandle's article takes readers through a struggle for a first contract, a struggle repeated many times in any month in B.C. She then describes the same struggle under Bill 19, pointing out all the ways, at every point, that the position of the workers is weakened and the position of management strengthened. The meaning of the mass of detail which constitutes Bill 19 is thus made clear.

The strike she describes is a real one. The workers were nearly all immigrant women, being paid about half the prevailing industry rate and receiving no benefits. The employer was Windermere Central Park Lodge, owned by Trizec Corporation, the billion-dollar real estate arm of the Bronfman family. Windermere provides privatized long-term care as an agent of the Ministry of Health. In Yandle's words "These kinds of workers and this kind of employer combine to form a textbook case of 'unorganizable' women workers." Yet, in 1979, under the labour laws which then existed, these workers did organize, and did achieve a collective agreement.

After certification and a long period of collective bargaining, the workers voted over 90% to strike. The employer immediately brought in scabs. The nurses at Windermere, however, respected the support workers' picket lines, so the employer was forced to find scabs with nursing degrees. They hired them from agencies which also supply nurses to union worksites, so the union picketed both the agencies and the other worksites. The agencies got the message, and the employer was forced to fly in scabs from Ontario. The strike was not won at this point, however. The union had to stop suppliers from bringing in supplies, prevent trades people from making repairs, warn scabs that they would be denied union membership if they persisted in scabbing, and convince union hotels not to house the scabs being flown in from Ontario. At every turn, the employer fought to keep the workers unorganized, and the workers fought for a union. After three months, not one of the striking workers had sought work elsewhere, and the employer finally offered a settlement. Wages

were doubled to match the industry standard, and were retroactive for two years. Vacation time increased two-fold, and benefits and job protections were available for the first time.

Yandle takes the same situation under Bill 19, and tracks how, at every stage, the employer's hand is strengthened and the workers' weakened. Now, if 90% of the workers sign up, they are not automatically certified, but must wait 10 days, during which the employer has the opportunity to convince the workers that they don't really want a union. Bill 19 calls this "free speech". If the workers persist, and commence bargaining, the employer is free to continue to discuss the union with them. A decertification vote is now permitted even while collective bargaining is occurring. If the employer can get 45% of the workers to sign a petition for a vote, one will be called. At any point in the process, the employer can establish a training program for new employees. The employer can, for example, interview 100 new employees on their views on unions, train them in a couple of days, and have, at the worksite, 100 new employees who are not required to join the union. They can, however, petition for decertification, and vote on decertification. If they vote for decertification, there is no union, and those who worked for one can be fired. At this point, we've only covered some of the changes relating to certification. There are changes in the rights to picket, to support another union's picket line, to discipline scabs, and so on. The list of new employer privileges goes on and on--and the result is obvious. The workers at Windermere would stand very little chance of organizing in 1987.

What are the implications? As Yandle says, "A few more working women stay poor. A few more families don't get decent housing. A few more kids don't have proper day care. Family members far away aren't seen again. Teeth rot." The implications of Bill 19 are far-reaching indeed.

A copy of the article is available in the FSA office.

THE FSA PRESIDENT'S REPORT . . .

CIEA BUSINESS

On Nov. 2nd, 3rd, and the 4th I attended, in Vancouver, a CIEA meeting to discuss whether coordinated bargaining is a viable strategy for the individual CIEA locals. Each local was requested to send three delegates: the president, the contract chair, and an interested association member. I was the only delegate from our local.

A panel of guests and resource persons were assembled to answer questions, to provide information about the feasibility of coordinated bargaining, and to report on how it has worked in other regions of Canada.

A number of excellent discussions took place. These discussions were centred on the usefulness of coordinated bargaining, how it might be implemented, and if there are certain issues that the individual locals could agree upon, and that would be suitable for coordinated bargaining. The resolutions resulting from these debates are the following:

1. That CIEA commence development of a standard model of collective bargaining.
2. That the commitment to achieve target bargaining objectives be decided voluntarily at the local level.
3. That CIEA provide direction in the establishment of electronic communications. Such a system could be used to support and manage coordinated bargaining.
4. That CIEA increase its profile as the mechanism through which co-ordination of bargaining takes place.
5. That CIEA identify target bargaining objectives within member associations' collective agreements, and that the setting of these target bargaining objectives begin at the Spring Technical and Policy Development Conference.
6. That the individual locals which undertake to achieve target bargaining objectives be supported by firm advance commitments from the other locals within a framework of provincial pattern bargaining.
7. That CIEA develop structures and mechanisms for coordinating bargaining among its members.
8. That materials and information be distributed to the locals to build a consensus about the participation in coordinated bargaining.

The membership is assured that before any action on coordinated bargaining is implemented, there will be additional information given, and methods put in place which solicit and make public the membership's opinions and concerns on this issue. If you feel strongly about any aspect of coordinated bargaining, you might wish to communicate your feelings to the Editor of the Newsletter, Mary Phelps, or to any other Executive member.

LOCAL BUSINESS

Lunches

The FSA lunches have now been held for this semester. Since most of the comments were favorable, the Association might repeat these lunches next semester. Please communicate your desires and opinions to any member of the Executive on this matter.

FSA Dance

The FSA will be holding a Christmas dance at the end of November. Read this Newsletter for additional information on this dance.

Executive Meetings

The Executive held its fifth meeting for 1987/88 on Nov. 4, and will be holding its next meeting on Dec. 9. If you would like to be placed on the Agenda, please contact me.

Grievances

A past member of our Association is very upset with the way the Executive has handled his/her dispute with the College. This member has accused the Executive and Association of acting in collusion with Management and the Board to deprive this member of his/her job. More information will follow in later Newsletters.

Meeting with Janitors

The janitorial staff has a difficult time attending the regular Association meetings, so Mary Saunders, Bob Smith, and myself met with the Abbotsford janitorial staff between 11:30 p.m. and 1:00 a.m. on Oct. 27 to listen to their concerns. When comparisons are made with similar duties in other colleges and schools, the janitors at FVC are overworked and underpaid.

Dirty Rooms

One of the results of this meeting was that the janitors made a request that teaching faculty limit the amount of eating and drinking permitted in the classrooms, as it requires a great deal of additional effort to clean these rooms. If the students bring drinks into the classroom, please ask them to clean up after themselves. Cooperation with this request would help your fellow FSA members.

If another Newsletter is not published before the holidays, let me take this opportunity to wish you all a happy and safe holiday.

FROM THE STAFF VICE-PRESIDENT . . .

Staff meetings with Bob Smith, Contract Chairperson, have been held in Abbotsford and Chilliwack, followed by staff only meetings at both campuses when we discussed the items proposed by Bob. George McGuire, Bob Smith and I met with the evening and graveyard shift custodians. Despite the time of night, the discussion was very animated, although I must admit I didn't feel very lively the following day! A combined staff and faculty meeting was held in Mission with Bob and Tom Davis.

For staff who were unable to attend those meetings and have suggestions for the upcoming negotiations, staff representatives on the Contract Committee are Sybille StegmueLLer and Jill Vike in Chilliwack and Cheryl Isaac, Gordon Von Hollen and Mary Saunders in Abbotsford.

One issue that has been voiced during these meetings concerns some employees who find it difficult to take time off in lieu of being called out after hours. If this concerns you, or the workload in your area causes problems in arranging vacation, don't forget to contact your shop steward.

Finally, would all staff read the request below from Gordon Von Hollen. If you could forward all relevant material to Gordon or to me, we will put it on file in the Union Office.

Staff Contract Comparisons

Now is the time for staff members to do some research comparing job descriptions, workload and salaries of people in similar positions at other B.C. Colleges and local School Boards in the Fraser Valley.

This information should be kept on file and may prove useful in negotiations.

Gordon Von Hollen
Member, Contract Committee

Mary Saunders
November, 1987

FROM THE GRIEVANCE CHAIR . . .

In response to an F.S.A. member's questions, I asked Barry Bompas to advise me as to the College's willingness to assist those who want to stop smoking. His response, which follows, doesn't offer much encouragement. The F.S.A. is seeking information concerning smokers' rights with respect to the "disciplinary measures" mentioned in Barry's letter.

Dave Allen
November, 1987



MEMORANDUM

TO: Dave Allen, Grievance Chair
FROM: Barry Bompas
DATE: September 23, 1987
RE: Smoking Policy

The purpose of this memorandum is to respond to your general inquiry concerning the smoking policy and its enforcement by the College.

This policy will be enforced in the same manner as any other College policy. Should an employee break the policy the Collective Agreement outlines the disciplinary measures to be used. I would like to point out that this particular policy was put forth by a joint committee (C.A.C.) and as such is a reflection of the College community and not just a management position. Employees who believe the policy to be unwise, unworkable, etc. should express their concerns to that group.

The second issue raised was the use of sick leave by an employee who wishes to take a stop-smoking program. Should an employee present medical evidence (a doctor's note saying the employee can't continue to work due to smoking dependency) that he needs to go on sick leave because of a smoking dependency the College would probably request a second opinion from our own doctor. This procedure has been followed in the past when sick leave was requested. However, each case would be treated on an individual basis and after the evidence, documentation, etc., has been gathered the College would decide if sick leave was justified.

To the best of my knowledge the College has not in the past given time off work to an employee wishing to enter a stop-smoking program.

BB:dc

ABBOTSFORD CAMPUS
33844 King Rd. R.R. No. 2
Abbotsford, B.C. V2S 4N2
(604) 853 7441

CHILLIWACK CAMPUS
45600 Airport Road
Chilliwack, B.C. V2P 6T4
(604) 792 0025

HOPE CENTRE
Box 1899, 895 Third Ave.
Hope, B.C. V0X 1L0
(604) 889-9991

MISSION CENTRE
32335 Fletcher Ave
Mission, B.C. V2V 4N3
(604) 826-9544

In response to the letter from Barbara Pinkiewicz in last month's Newsletter, here is a list of GRIEVANCES (formal and informal), for 1986-87.

1. Too many sessionals. Violation of Article 13.1(a). Talks were on-going 1985-1987. Result: creation of more regular positions.
2. Excluded employee doing union work. Violation of jurisdiction [2.1]. Result: Association was assured in Agreements that no Association member's work or position would be adversely affected.
3. Classification grievance [19.9]: employee doing two separate jobs but receives salary for the lower-rated position. Result: management orders employee to do only the lower-rated work but provides some money for the other work to be done by part-timer.
4. Compulsory retirement. Violation of Article 16. Illegal termination since age is not a criterion. Result: employee permitted to work pending ruling of the courts.
5. Classification dispute [19.9]. Employee required to do work not specifically cited in job description. Threat of illegal work stoppage, countered by employer threat of suspension. "Work now, grieve later" case. Employee "returns" to work. Job description amended.
6. Reorganization without consultation [2.8] and employees being informally encouraged to work consistently well beyond their job descriptions [19.9]. Result: unsatisfactory in the short term. Descriptions were subsequently revised to reflect the actual work performed. Grievance chair told it would be a "rocky road" for an adversely affected employee if difficulties were being referred to the Association. Policy grievance considered but not filed; issue referred to in submissions to self-study since the issues were simply too volatile.
7. Faculty member requests restoration of 100% contract following lay-off [Article 18]. Result: full restoration.
8. Employee loses internal competition. Evidence of inappropriate criteria employed in competition. Possible violation of 4.2(c). Result: grievance dropped.
9. Right of Type C employee to a reappointment where the work continues [31.5(e)] and requirement that the employer establish a B position when converting work from soft money to hard money positions [31.4]. Result: employer agrees to nominal compensation and to the establishment of a regular position.
10. Lack of professional respect or rapport between regular member and excluded employee.

Bob Smith
Grievance Chair, 1986-87

FROM THE J.P.D.C. CHAIR . . .

At their meeting of October 21st, the Jt. P.D. Committee:

A. Formed two subcommittees:

1. To study the input received from faculty on the proposed new faculty evaluation procedure
(Members: Colin Ridgewell, Dick Bate, Don Tunstall, Betty Harris)
2. To investigate instructional development possibilities
(Members: Dick Bate, Colin Ridgewell, Garnet Brown, Barry Bompas)

Both subcommittees will report back to the Jt. P.D. Committee at its next meeting on November 25th.

- B. Decided to update and revamp the P.D. Handbook. Carol Hardy has taken on this task, so anyone who has ideas for additions, deletions or improvements in the P.D. Handbook should send them to Carol or to either of the committee co-chairpersons, Barry Bompas and Betty Harris.
- C. Reviewed the revised Guidelines submitted by the divisional Allocation Committees of the Division of Instruction, the Business Office and Student Services and sent them all back for clarification of various points.

FROM THE AGREEMENTS CHAIR . . .

The Agreements Committee has in the past dealt only with grievances which move to Stage 3 of the grievance process or with labour/management issues directly specified in a Letter of Agreement in the Collective Agreement. Last year, in the wake of the Self-Study, Dr. Moore proposed expanding the role of that joint committee to a more general 'Labour-Management' Committee to which potentially contentious issues could be directed for discussion either before they become grievances or before they come to a head in negotiations.

This year the FSA's Committee representatives are Virginia Cooke (chair) and Richard Heyman. (In addition, another FSA member is brought in to address specific issues). For the College, Barry Bompas (co-chair), Doug Thorpe, and Peter Saunders (College Board are the committee members. Two issues have occupied the committee: a Stage 3 grievance concerning the loss of a Type C position as a result of the re-organization of the Enterprise Centre (which was incorporated into the regular Business department), and the discussion, just begun on November 6, of the IWAC report on faculty workload.

The FSA and Board have reached an agreement on the grievance. The College has agreed to create a half-time Type B position in the Business department for the on-going Enterprise Centre work, for which the former Type C is eligible to apply, as well as a month's severance pay for the Type C whose contract ended. In addition, the College has agreed upon a more systematic approach to evaluating all Type C employees.

The committee anticipates a lengthy discussion of the workload report. Some faculty have directed memos and concerns to the FSA executive's workload sub-committee, and these will be incorporated into the process of discussion and consultation. At this stage, the committee is attempting to determine just what the pressures on workload are (in comparison to Spring of 1986, when the IWAC report was called for). Should the committee work on refining the formula suggested by IWAC, the FSA will request IWAC to survey faculty on variables in preparation time, as they did last year on time spend marking.

The Committee and the FSA executive are acutely aware of the potential divisiveness and injured feelings aroused by workload discussions. But remember, this report was a compromise which prevented more courses from being indiscriminately slapped on all faculty. So please be both patient and helpful in this attempt to keep the crucial issue of workloads from the horse-trading table of Contract Negotiations. The quality of our working lives and students' education must not be traded away.

Virginia Cooke
November, 1987

BRIEF MINUTES . . .

Executive Meeting, October 7, 1987

1. President's Report

a. Report from CIEA

CIEA has recommended to its pension plan committee that the pension plan be mandatory for all faculty employees (it is already mandatory for all staff employees). The change will not be retroactive and CIEA cannot force member unions to follow the recommendation. FSA members will be polled on this issue.

CIEA has a new local - ELISIA.

CIEA employees have formed a union and are negotiating their first collective agreement.

- b. In response to a request from the Mission campus, Busswood is organizing a lunch for that campus.
- c. A policy on wait lists came to the October 5 College Board meeting without having gone through CAC. McGuire asked Board members to ensure that College procedures are followed for making policy.

2. Organizing Non-Regular Employees (NREs)

Our participation in the boycott of the IRC does not allow us to apply for a variance of our certification in order to include NREs. However, Busswood and Davis will do some initial organizing work in case the boycott is relaxed or dropped.

3. Grievance of Terminated Type C Employee

Cooke and Allen reported that this grievance is at the Agreements Committee stage.

4. Staff Vice-President's Report

Saunders will chair meetings of staff in Abbotsford on October 13, in Chilliwack on October 20, and in Mission on October 27.

5. Faculty Vice-President

There were reports on CAC and EPC. Davis will check on policies going to the Board without passing through CAC.

6. Contract Chair Report

Smith needs volunteers for the Negotiating Committee.

Suggestions for changes to the collective agreement are also requested.

7. Past President's Report

Busswood reported on the MAC meeting that explored College strengths and weaknesses. He was very positive about the meeting and the process. Harris was alarmed that the LRC was ranked 34 on a list of 50 weaknesses.

Busswood reported that the lunches have been advertised and are ready to go.

8. Communications Chair Report

The Executive concurred with her suggestion of having guest editorials.

9. Treasurer's Report

Executive authorized an initial expenditure of \$1000 for holding an FSA dance on the last Friday in November. Busswood is organizing the dance.

10. JCAC Report

MacLeod reported that some progress is being made on the Lab Assistants reclassification.

11. Professional Development Report

Harris noted that the new Faculty Evaluation is not yet policy even though it is being distributed as if it were. She will be distributing it for discussion and possible modification before it is approved by the PD Committee.

12. New Carrier for Medical and Dental Plans

McGuire will remind management that the collective agreement requires the FSA to be consulted about such changes.

Next Meeting: Wednesday, November 4, 15:00

BRIEF MINUTES . . .

Executive Meeting, November 4, 1987

1. CIEA Considering Coordinated Bargaining

CIEA member unions would agree on common goals in areas such as benefits, salaries, class sizes, number of sections, and would not settle with any college board until all college boards agreed to these common goals. FSA staff component could be in the position of rejecting a settlement in order to support faculty unions at other colleges.

2. Christmas Donations

\$100.00 donated to each of Chilliwack, Mission, Hope, Abbotsford for food banks at Christmas.

3. Boycott of Industrial Relations Council

The FSA has not yet decided whether to support the B.C. Federation of Labour's boycott of the Industrial Relations Council. The boycott would appear to prohibit:

- having FSA representatives (but not FSA members) on CAC and MAC;

- applying for variance of bargaining unit description so as to include non-regular employees;

- use of IRC arbitration;

- IRC supervision of strike vote (which apparently is required for a strike vote to be legal).

McGuire will inquire how other CIEA members are handling these items. Then an FSA general meeting will be held.

Preparations continue for organizing non-regular employees.

4. Grievance

The Board has accepted the FSA's proposal for settlement of the grievance of a terminated Type C employee. Grievance materials will be submitted to FSA lawyers for their advice.

5. Vice-Presidents' Report From CAC

The Board's adoption of a wait list policy that had not gone through the CAC was due to some confusion about procedures.

6. Professional Development Chair Report

Approval of the proposed Faculty Evaluation procedure is delayed until it is considered by a subcommittee of Garnet Brown, Colin Ridgewell, Don Tunstall, and Betty Harris, which begins meeting November 6. There may be conflicts with the contract. It was agreed that there should be a faculty meeting to discuss the proposed Faculty Evaluation procedures.

7. Staff Vice-President Report

Good meetings about contract negotiations were held with staff. There will be more meetings within the next two weeks.

There was a meeting with janitors on the night shift. A janitor's position was lost during budget cutbacks, Alan Stokes documented for management the resulting heavy workload, and a new position is now being advertised. Night staff did not get copies of the new collective agreement until previous week.

Janitors request faculty to ask students to help keep the college clean.

Some staff are working overtime and are asked to take time off in lieu of overtime pay. Then they do not get the time off since someone is needed in their positions. Shop stewards will attempt to document this problem. Employees are also not getting paid call-out such as at night or on weekends to check a security alarm.

8. Social Affairs Report

The FSA lunches on each campus were very successful and should be repeated in the Spring. The November 27 dance is on track.

9. Treasurer's Report

The FSA has no policy on retirement gifts. McGuire will talk to Bompas about a joint policy with management.

10. Contract Chair Report

Staff meetings on the contract have been good. Tom Davis will organize similar faculty meetings or do a questionnaire.

The Negotiating Team now includes Bob Smith, Sybille Stegmuller, and Cheryl Isaac.

The team will soon meet informally (without minutes) with management to try to identify common problems and approaches.

There are continuing violations of contract by management. An excluded employee does the work of union members in Chilliwack. Excluded employees service computers in Abbotsford. The insurance carrier was changed without FSA consultation.

11. JCAC Report

MacLeod and Bompas have agreed to send letters to the college President requesting a review of the classification system.

FSA JCAC members are gathering information from staff about factors not addressed by the classification system.

12. Grievance Chair Report

A faculty coordinator grievance was settled at the first stage. In return for work done during holidays, release time will be given.

A legal opinion is coming from CIEA about the no-smoking policy. Apparently management is unwilling to give any assistance. It was pointed out the college had contributed to an aerobics program for employees.

13. Agreements Committee Report

The Agreements Committee subcommittee on IWAC meets November 6 and biweekly thereafter. The subcommittee includes Cooke, Busswood, Peter Saunders from the Board, Bompas, and Richard Heyman. The college President will attend the first meeting.

Next Meeting: December 9, 15:00

**FROM THE JOB CLASSIFICATION AUDIT
COMMITTEE (J.C.A.C.) CHAIR . . .**

Last week FSA members on J.C.A.C. met individually and in small groups with those on Pay Scale Levels 5, 6 and 7. This was for the purpose of identifying factors which are not currently rated by the present system. Some interesting items emerged from those "senior" staff members and, although most contentious re-classifications have been in that area, the Committee is aware that there are inadequacies in the re-classifications of many jobs on Levels 2 to 4 as well. To this end, the J.C.A.C. is asking for your input and, while the form below is intended primarily for those on Levels 2, 3 and 4, any staff member is invited to complete it and forward it to any of the FSA reps listed.

To jog memories, I have listed the current factors, and to stimulate creative juices, I have identified some additional factors generated from discussions with "senior" staff. (Please respond immediately if you have some thoughts as a recent discussion with Peter Jones leads me to believe that he will not only give priority to the issue of reviewing the System but also do his utmost to see that it does not survive to see the New Year!)

Current Factors

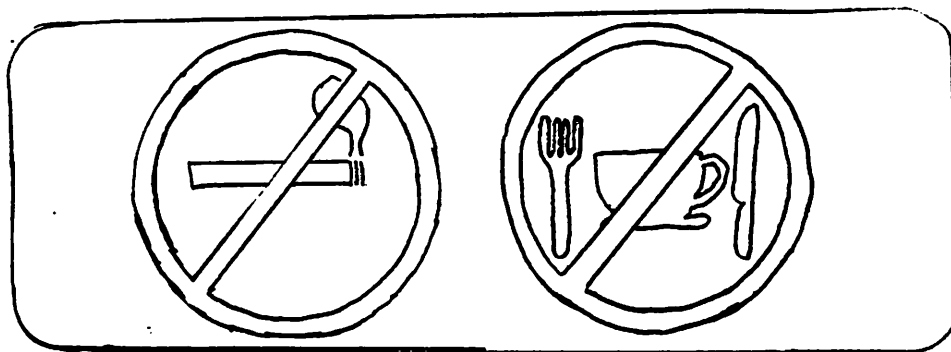
Problem Solving
Contacts
Knowledge
Supervision (of)
Effort (physical)

Other Factors Currently Not Rated

1. Responsibility - general
2. Responsibility - financial (on paper, in currency)
3. Elements of "teaching"
4. Volume of workload increases
5. Mental effort
6. Vulnerability to public censure
7. Work-at-hand day (sudden external circumstances requiring time beyond 7-hour shift)
8. Working autonomously in planning tasks/programs
9. Constant external changes which result in the need for an unusual amount of up-dating, P.D. or In-Service training
10. Evaluation by students and external officials

Varlene MacLeod
November, 1987

**PLEASE COMPLETE FORM ON PAGE 21, DETACH AND RETURN ASAP TO:
VARLENE MacLEOD, BARB HARMS, DOREEN GARIBAY OR VERONICA DYKES.**



The janitorial staff have asked that teaching faculty monitor students' eating and drinking in the classroom. Please ask them to dispose of cans, cups, etc. before they leave.

FROM THE FACULTY VICE-PRESIDENT

PLEASE DETACH, COMPLETE & RETURN TO TOM DAVIS BY NOVEMBER 27.

TO: All Faculty FROM: Tom Davis, Faculty VP
RE: My favorite and yours - NEGOTIATIONS

As the leaves fall from the trees a cornucopia of suggestions float around as unspoken expectations. Such as, can we get to the mean without being so, or can we ride the tide of consumerism in a style we have forgotten.

In the new climate of administrative détente or conflict with caring in the new age, a useful tool to solve your negotiation priorities is the old Ouija board. Simply (1) cut out the attached negotiation items and add any that are dear to your heart or any other part of your anatomy; (2) place them at various places on a slick surface; (3) using a water glass, place inside a white piece of paper with the word 'Fantastic' written in Red and Blue; (4) cast your eyes to the heavens; and (5) let the spirit move you; or (6) for those with an adventurous spirit interfaced with a time crunch, simply check the appropriate boxes and fill in the blanks.

For your responses to receive microscopic scrutiny, they must be in by the 27th of November. Soon, thereafter, you will receive the top ten responses prioritized in a memo which can be shuffled in a "to be announced" faculty meeting.

Please ☒ your choices on the following negotiation items. Please rank in order of importance (with 1 = **Extremely Important**, to 4 = **Unimportant**).

☐ Yes 1. Continue moving to the provincial mean.

☐ No

☐ Rate If yes, by what method?
✓ Please

- ☐ a. add another step to faculty scale (fast way but less equal)
- ☐ b. an across the board percentage increase (slow way but equal)
- ☐ c. add a step plus an across-the-board increase (split the difference)
- ☐ d. adding a step plus an across-the-board increase but delaying giving the step the first year while coasting it out and adding the step cost to the first year settlement.
- ☐ e. a five-year locked-in move to the mean as was done at Okanagan College.

☐ Yes 2. Free tuition for dependents with restrictions on age and relationship (i.e. below age 25 and children).

☐ No

☐ Rate

☐ Yes 3. An increase in the mileage rate.

☐ No

☐ Rate

☐ Yes 4. Improvement in the P.D. fund.

☐ No

☐ Rate

☐ Yes 5. Restoration of the 1-hour-40-minute daytime class blocks.

☐ No

☐ Rate

☐ Yes 6. Type C: remove Article 31 in its entirety.

☐ No

☐ Rate

☐ Yes 7. Sickleave: Article 26.4 - accumulate toward early retirement.

☐ No

☐ Rate

☐ Yes 8. Regular employee: Article 1.2. - Reduce to 25%.
Restrict the number of non-union employees.

☐ No

☐ Rate

9. Please add any other items or comments. _____

PLEASE COMPLETE THIS FORM, DETACH AND RETURN ASAP TO:
VARLENE MacLEOD, BARB HARMS, DOREEN GARIBAY OR VERONICA DYKES.

1. I am currently on Salary Level No. _____

Position _____
(complete only if you wish to do so)

2. My work involves the above factors (list numbers) _____, _____,

_____, _____, _____, _____, _____

3. Additional factors not mentioned _____

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VICE PRESIDENT'S REPORT

CAC

The strategic planning process has resulted in many recommendations from MAC. All processes are being finalized. If you had planned input to the process, make haste, formula funding is being discussed with Victoria with regard to the need for increased funding in some categories. The lack of study space in the Chilliwack library is critical. Dr. Jones will be seeking ad hoc funding from the Ministry to remedy this situation.

The Abbotsford Rotary Club has donated \$1750 to the Abbotsford Library. The funds will be used for an Encyclopedia of Science and Technology.

JCAC will undertake a new Job Classification system which is seen as a priority.

The AIDS policy is being finalized, there is a consensus that the disease be treated as any other life threatening illness. The Student Society is planning an information evening on AIDS to coincide with Pub Night. An AIDS video will be part of the program on Video Night and a travelling display on AIDS that will move between campuses.

A framework for the development of a policy on International Education was presented by Tim Segger. Various modes of possible involvement in International Education were presented. Many other colleges are involved in International Education. ACCC supports the concept of Human Resource Development in Foreign Countries.

International Education is a nebulous subject that takes many forms, but basically involves training as a primary criteria. Three points are

- (1) an arrangement of a contract between a foreign government and the college with respect to participation and fees negotiated in the college's best interest.
- (2) there are a small number of international students on campus now who pay the same fee as B.C. students; this will have to change in the near future.

- (3) Fraser Valley College could twin with another college or university in a foreign country.

While there are pitfalls and opportunities present, we cannot insulate ourselves from the issue. It may be that we have to get our feet wet to find out how warm the water is. Any comments or feedback should be directed to Tim Segger, Contract Services, who will be bringing a draft policy to CAC.

The Clean Air Policy was discussed with enthusiasm. Knowing that democracy resulted when the larger, non-smoking faction reversed the discrimination that was present before the Clean Air Policy came into effect, CAC passed a three part policy recognizing the needs of the addicted.

- (1) That CAC reaffirms the right to breathe clean air.
- (2) That money be available to help those addicted to kick the habit.
- (3) That \$12,000 be allocated to set up smoking areas* - one for Abbotsford and one for Chilliwack.

*NOTE:

- The areas will not result in non-smokers having to breathe mixed smoky air.
- The Board must pass the policy and allocate funds for the areas to be made available.
- One should not hold their breath waiting as the process is a long one; and with the tide running as it is (clean air and financial restraints) smoking dens may be an unobtainable dream.

Admission and Standards Committee's policies will receive two readings over two meetings to allow for a thoughtful period to intervene before forwarding to EPC.

Please fill out the negotiations questionnaire over the next while, which I will be circulating to test the waters, feeling the pulse - that sort of thing.

Have a great holiday season!

Tom Davis.